



## DEPARTMENT OF THE NAVY

NAVAL AIR STATION  
JACKSONVILLE, FLORIDA 32212-5000

IN REPLY REFER TO:  
8 May 15

### COMMANDING OFFICER'S POLICY STATEMENT PREVENTION OF DISCRIMINATION AND SEXUAL HARRASSMENT

As the Commanding Officer of Naval Air Station Jacksonville (NAS JAX), I am fully committed to Equal Opportunity for all Military and Civilian employees of this command, without regard to race, color, religion, gender, age, disability, or national origin. All leaders, managers, and supervisors have an obligation to work towards an environment of respect and dignity for every person onboard NAS JAX. Our success depends upon a genuine willingness to provide an environment responsive to the need for professional growth and acknowledgement of an individual's dignity and self-worth.

Discrimination in any form, including sexual harassment, erodes morale, degrades the individual, and is detrimental to our ability to sustain, enhance, and support warfighter readiness. Integral to my goal of providing Equal Opportunity to all personnel is the requirement for leaders to be accountable and responsible to take appropriate actions on any form of discrimination brought to their attention. All personnel are encouraged to use the Informal Resolution System (IRS) to resolve discrimination complaints whenever possible. Supervisors must ensure Military and Civilian personnel understand the importance of reporting such allegations. I will not tolerate any attempt to cover-up incidents or any actions taken that may be considered reprisal. Personnel engaging in discrimination, sexual harassment or reprisals will be subjected to Non-judicial punishment (NJP), Court Martial, Administrative Separation, or Administrative action under the Civilian System.

My policy is equitable treatment and opportunity for each and every individual of this command! All personnel are members of our team. Each member plays an integral part in the success of NAS JAX. Equal Opportunity is a readiness issue and is vital to the accomplishment of our mission. All members of this command will be regarded with respect and dignity as we sustain, enable, and support the warfighter.

  
H. WANAMAKER